



SCCFT President Eric Hamako
Statement to the SCC Board of Trustees
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Good evening. I ask that my comments be read into the record.

Trustees of the Board:

My name is Eric Hamako. I am the President of the faculty's union, the Shoreline Community College Federation of Teachers (SCCFT), Local 1950 of the American Federation of Teachers (AFT).

This evening, I'd like to talk to you about two issues important to faculty: shared governance and collective bargaining.

Of late, the College has put renewed attention on the issue of college governance. A few years ago, the College floated the idea of marginalizing the Faculty Senate Council and supplanting its role with that of an Instructional Council. Now, the College is exploring changing the role of College Council – although, this time, perhaps in ways that may strengthen, rather than weaken, that council. And, as the College engages an outside consultant to manage the development of the College's next Strategic Plan, it remains to be seen how much of that work will involve the Strategic Plan & Budget Council. Regardless, as the Administration has reminded us, each of those governance bodies are, ultimately, only advisory to the President and the Board of Trustees.

But, there is one faculty organization whose role with the College is more than advisory: Our faculty labor union. As a labor union, we collectively bargain with the College over mandatory subjects of bargaining, such as wages and working conditions. The Collective Bargaining Agreements (CBAs) that our faculty labor union negotiates with the College are not advisory – they are legally binding and cannot be reversed or disposed of at will. For faculty, our labor

union and the Collective Bargaining Agreements we bargain and enforce are our most stable and most powerful forms of sharing in the governance of the College.

As Community & Technical College faculty in Washington State, we essentially bargain with two bosses: First, through our legislative advocacy, we bargain with the Washington State Legislature, who determines how much of our tax dollars it will allocate to each of our colleges. And, second, we bargain with you, our College Board of Trustees, who delegates bargaining responsibility to the College's bargaining team, and who approves or disapproves the Collective Bargaining Agreement that the College bargains with us. Tonight, I'll briefly address bargaining with each of our two bosses.

Since last I addressed the Board of Trustees, Governor Inslee has sent the Legislature his proposal for the Legislature's biennial budget for 2023-2025. The Governor's proposal falls far short of what our local and the American Federation of Teachers Washington is advocating – and also short of what the State Board of Community & Technical Colleges is advocating. Here are three shortcomings of the Governor's budget proposal. First, while the Governor's proposal includes money for Cost of Living Adjustments (COLAs), which is legally required by Initiative 732, it proposes that the legislature fund only 83% of those COLAs. This leaves individual colleges to fund the remaining 17% of the COLAs from their local budgets. Second, the Governor's proposal includes zero dollars for salary increases for CTC faculty. And, third, the Governor's proposal includes zero dollars for increasing adjunct faculty salary scales, to close the salary gap with Full-Time Faculty salary scales. So, because the Governor's proposed budget insufficiently invests in public higher education, our local and our state faculty labor union are advocating that the Legislature create a better budget for 2023-2025.

Our faculty union local, the Federation, has resolved to advocate for a biennial budget that invests in public higher education, with AFT Washington's Bridge to the Future campaign. We want the Legislature to fund a 6.5% salary increase for CTC faculty starting July 1, 2023 – and another 6.5% salary increase starting July 1, 2024, for a total of 13% salary increase over two years. For workers, this would help redress years of unfunded raises and stagnant wages. And, for our state economy, such raises would be both a direct investment in the higher education sector and also an indirect investment in improving the quality of education and career opportunities for our students. Further, we want the Legislature to provide funding to close the salary gap for adjunct faculty, so that adjunct faculty salary scales are at parity with full-time faculty scales, so that adjunct faculty are paid the same wages for the same work at the same level of experience.

With our resolution, "[Building solidarity among CTC faculty and staff for legislative action to fund our future](#)," our local has resolved that we will prioritize issues of inadequate compensation and pay inequity for the CTC workforce in the 2023 legislative session" and that we will do so by actively supporting policies and funding by participating in lobbying efforts, including the Bridge to the Future Lobby Day on Presidents Day 2023. We will do so by building solidarity with students, labor allies and community organizations on campus and across the state. We will do so by organizing and mobilizing members to support legislation that advances our goals. And, we will do so by engaging in labor actions that elevate and amplify the work being done across the state to secure needed investments in the CTC workforce.

These are goals on which our labor union and the College can work together, to lobby the Legislature. The State Board of Community & Technical Colleges (SBCTC), in its 2023-2025 Biennial Operating Budget Proposal, advocates that the Legislature fund 100% of the Cost of Living Adjustments and fund salary increases of 13% over the two years of the biennium. And, Senator Liias has submitted a bill to fund pay parity for adjunct faculty. There is precedent for the College and our faculty union working together on such legislative advocacy. A few years ago, the College supported our faculty labor union's legislative advocacy by working with us to support a faculty walkout demonstration on Aurora Avenue, which advocated for legislative investment in faculty and in our Community & Technical Colleges (CTCs). So, this evening, I ask you, the Board, to consider and to direct the College to work with us, again, to support another faculty demonstration in mid-April, to show the Legislature our mutual commitment to increasing investment in our CTCs, our workers, and our students.

And, here at the College, our faculty labor union is preparing to re-negotiate our Collective Bargaining Agreement (CBA) with the College. As a labor union, we will present proposals and advocate for improvements to compensation, workload, workplace safety, and other faculty concerns. But, tonight, I'd like to address an overarching concern for our union: The College's attempts to undercut our faculty union's ability to bargain a new CBA. The College has recently made the unilateral decision that it will no longer count faculty collective bargaining work as service to the College. To be clear, the College did, until recently, count such work as part of faculty members' service work – Full-Time Faculty members counted that work toward the service component of our workload and Associate Faculty were paid the hourly rate for their service work, as Associate Faculty contracts don't normally include service work at all. But now, the College is attempting to undercut one of our faculty's surest and most stable forms of "sharing governance" with the College: Our collective bargaining with the College. The College acknowledges that its own Administrators' bargaining work is service to the College – the College does not ask that they do this work without pay. But, the College is now moving to disallow faculty from counting that same bargaining work as service to the College. By doing so,

the College is rather blatantly disincentivizing faculty members from participating in our bargaining work. As a prelude to our collective bargaining, the College's action bodes poorly for our labor-management relations. So, I ask you, the Board, to consider whether the College will restore its past practice of supporting faculty collective bargaining by recognizing it for the service it is – or whether the College will continue this attempt to undercut our faculty's collective bargaining power.

As our faculty union bargains with our two bosses, there *are* some issues on which we have shared interests and can work together. For example, working together to advocate for better legislative funding for our colleges. And, there are some issues for which our union and the College will inevitably conflict. For those issues, we'll address our conflicts and work to come to a mutual collectively bargained agreement. But, for some issues, such as the College's undercutting of our faculty's ability to participate in that collective bargaining process, we regard that as the College moving to strike at one of the foundational ways that our faculty share in the governance of the College. As a labor union, we are not here in an advisory capacity – we are here to collectively bargain agreements to which both we and you, the Board of Trustees, are legally bound. That is a more powerful, more meaningful way that the Board can share the governance of our workplace.

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